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8 May 1957

MEMORANDUM FOR: Colonel White

SUBJECT

: DD/S Participation in JOT Program  
REFERENCE : [REDACTED] Para 4.b.(2)

1. Approximately two weeks ago OTR brought to your attention the requirement that each Deputy Director nominate annually not less than five candidates for the JOTP. Attached is a list of all Support Services on-duty personnel considered as candidates for the JOTP during the period 1 September 1956 to date. Of the total of twenty-six candidates, five are under the command of the Administration Career Service and its subordinate [REDACTED] and [REDACTED] individuals are Messrs. [REDACTED] and [REDACTED]

2. At least one candidate has come forth from each DD/S component except Management Staff, Commercial Staff, Office of the Comptroller and General Counsel. It is likely that fixed JOTP age and grade criteria would eliminate most personnel of Office of the General Counsel and Commercial Staff since each has only one professional slot below GS-13.

3. The exact provision for nominations by Deputy Directors is as follows:

"Over and above those candidates identified and nominated according to the procedures described above, each Deputy Director will nominate, annually, no fewer than five candidates, meeting the qualifications established for the JOTP, from among the personnel under his Career Service jurisdiction."

Alone, this provision seems reasonable but when considered in light of the "other" provisions for nomination, becomes rather unrealistic indeed. The "other" methods for nomination of on-duty personnel to JOTP are these:

...(a) By application of the individual;  
(b) By supervisors;

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(c) By Heads of Career Services;

(d) By the Director of Personnel on the basis of his analysis of Fitness Reports and other records of performance in the Agency; or

(e) By the Director of Training, on the basis of his analysis of professional testing results, assessment programs and training-course evaluations."

para 4.35(1)A

In fact, therefore, and except for his role as Head of the Administration Career Service, the DD/S can come up with five nominees only by one or more of the following courses of action:

a. Selection of individuals who are aware of the program but do not wish to participate.

b. Selection of individuals previously passed over or ignored by supervisors.

c. Selection of individuals previously passed over or ignored by Heads of Career Services.

d. Overriding the conclusions of the Director of Personnel based on his analysis of Fitness Reports, etc.

e. Overriding the conclusions of the Director of Training based on his analysis of professional testing, etc.

In short, if interested individuals, all supervisors and Heads of Career Services, the Director of Personnel and the Director of Training are doing what they should, there will be no eligible personnel from whom the DD/S can choose a candidate except by overruling those officials.

4. It is recommended that the CIA Career Council be asked to consider the desirability of rescinding para 4.b.(2) of [REDACTED] 25X1A

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